



DIY ORGANIZE AFFINITY GROUP KIT

Organizing a group of people in your life to work together is one of the most effective ways to magnify your impact as an ally, as well as a great way to advance your own learning and work in community for social justice. Life is busy and it's easy for all of us to intend to do allyship work, but for lots of reasons, not follow through. Having a group working together provides multiple benefits- it provides structure, support, accountability and amplifies our impact by sharing the work.

Additionally, as social justice work, anti-racism is by definition collective work that is best done in collaboration and to build collective power with others. Affinity groups have the added advantage of being one of the most efficient forms of organizing, as highly organized small groups can be capable of achieving far more strategic outcomes than large organizations, or mass protests of hundreds.

Moreover, as anti-racism also involves lifelong learning, and our own healing as white folks, affinity groups provide a built in learning community structure in which you can both organize together, and learn and engage in healing whiteness in its' various forms. And finally, so many of us struggle with loneliness, lack of meaning, ways to contribute, and the nearly universal mental health struggles we all face with the state of the world, you are truly giving others and yourself a gift by inviting them into

Affinity Groups Can Maximize Your Impact

ACTIONS YOUR GROUP CAN TAKE TOGETHER:

- REGULAR GATHERINGS TO SHARE MEALS, IDEAS, THE WORK & BUILD COMMUNITY
- EDUCATION & DISCUSSION: BOOKS, FILMS, PODCASTS ETC.
- POLITICAL & FUNDRAISING SUPPORT OF BIPOC-LED SOCIAL JUSTICE ORGANIZING
- HOST EDUCATIONAL EVENTS TO INVITE MORE PEOPLE FROM YOUR COMMUNITY INTO THE WORK
- STRATEGIZE TO BRING ANTI-RACISM TO CHURCHES, PTAS, WORKPLACES
- LEARN ABOUT SYSTEMIC RACISM AND ITS' MANIFESTATIONS WITHIN SOCIETY AND EACH OF US
- HEALING WHITE CULTURE ACTIVITIES
- RECLAIMING OUR ANCESTRAL CULTURES AND OTHER ANCESTRAL HEALING
- BUILD POSITIVE ANTI-RACIST WHITE COMMUNITY

into this work. We all need community, and there is no better community than community that is working together for collective healing. So it might seem scary at first, and groups always will have their challenges, but most people will find this to be the most rewarding work they have ever done.

CONGRATULATIONS, NEW ORGANIZER!
You got this!

This is a sample plan, so feel free to take what is useful and develop your own as you see best.

Working in a group allows all members to take point in different areas, both sharing the work, and learning new skills. It's actually most beneficial for organizing to have the work be shared by as many people as possible, and/or have roles and responsibilities rotate. For individuals, the work a group can achieve would be unsustainable and unachievable, but it can easily be done with some planning and organization with a group of your friends. Additionally, for many in your people in your group, this type of work and anti-racism will be new, so you will already be achieving one of the most strategic and impactful things we can do in anti-racist white organizing: bringing more white folks in to the vital healing work!



GRASS ROOTS COMMUNITY ORGANIZING

Principles of Organizing

AS WE HAVE BEEN TAUGHT BY OUR MENTORS IN ORGANIZING, THERE ARE ONLY 4 RULES:

- 1** WE MUST ALWAYS REMAIN PRINCIPLED
- 2** WE MUST ALWAYS REMAIN ACCOUNTABLE TO THE COMMUNITY
- 3** THE PRIMARY ROLE OF AN ORGANIZER IS TO REPLACE YOURSELF BY BRINGING MORE PEOPLE INTO THE WORK AND EMPOWERING THEIR LEADERSHIP TO MAKE THEM ORGANIZERS, SO THAT THEY IN TURN CAN DO THE SAME. THIS IS HOW WE GROW MOVEMENTS TO BUILD POWER TO ACHIEVE REAL, LASTING CHANGE
- 4** ORGANIZERS NEVER CENTER OR PROMOTE THEMSELVES; ORGANIZERS CENTER THE WORK, THE COMMUNITY, THE CAUSE, AND DEVOTE THEIR ENERGY TO ENCOURAGING AND EMPOWERING THE LEADERSHIP OF OTHERS AS OPPOSED TO THEMSELVES. THIS IS COUNTER-INTUITIVE IN AN INDIVIDUALISTIC CULTURE WHERE WE ARE TAUGHT ADVANCEMENT IS ACHIEVED THROUGH SELF-PROMOTION, BUT IT IS CRUCIAL TO BEING EFFECTIVE, ACCOUNTABLE, AND INVITING MORE PEOPLE INTO THE WORK.

Sample Affinity Group

1-Year Organizing Plan

(This plan focuses on organizing, and does not include internally focused healing whiteness work, but groups are encouraged to include those elements as appropriate for the learning and comfort level of your group.)

- READ 1 BOOK TOGETHER PER QUARTER, MAINTAIN A GROUP DISCUSSION ON FB GROUPS, DISCORD, TELEGRAM, ETC.
- CHOOSE 1-3 BIPOC ORGS TO SUPPORT
- HOLD EDUCATIONAL EVENTS OR FUNDRAISERS FOR THESE GROUPS WITHIN YOUR COMMUNITY
- SUPPORT THEIR WORK BY FOLLOWING THEIR CAMPAIGNS AND SUPPORTING AS ASKED
- SEND GROUP REPRESENTATIVES TO ATTENDING EVENTS/CAMPAIGNS/LOBBYING
- SPREAD THE WORD ABOUT THE ORGANIZATIONS CAMPAIGNS IN THE GROUP'S WIDER COMMUNITIES- SHARE PETITIONS, COLLECT SIGNATURES AND ENDORSEMENTS
- INVITE OTHER ORGANIZATIONS IN THE GROUP'S NETWORK TO SUPPORT THE ORGANIZATIONS AND THEIR CAMPAIGNS- CHURCHES, TEMPLES, BUSINESSES, NEIGHBORHOOD GROUPS ETC.
- MEET ONCE A MONTH FOR POTLUCK DINNER AND MEETING (SAMPLE AGENDA ON P4)
- ATTEND BIPOC-LED SOCIAL JUSTICE EVENTS AS A GROUP
- HAVE QUARTERLY OPEN EVENTS FOR ALL MEMBERS TO INVITE THEIR WIDER COMMUNITY INTO PARTICIPATION



**THIS GROUP RECRUITS
15-20 MEMBERS, KNOWING
PROBABLY ONLY 10-15
WILL MAKE EACH MEETING**

Let's Go Get Our White People Organized for Racial Justice!

Please share your successes with us so that we can share them to inspire others! We offer free affinity group trainings if your group is interested- all you need to do is get your folks together. And you're always welcome to reach out if you run into obstacles, have questions or need support otherwise, get in touch by emailing hello@healingwhitepeople.com. We're here to help support your organizing!

Good work!

COMMUNICATIONS AND CALENDAR COORDINATOR

This person is responsible for managing all of the group communications and maintaining a calendar. They are not responsible for all of the communication and scheduling, just compiling the information from the respective point people and passing it along to the members in a timely manner.

DINNER COORDINATOR

This person is in charge of finding the location for each monthly dinner meeting and doing whatever support work is needed. They are not responsible for cooking, but coordinating with the members to bring potluck dishes, beverages, and with the host to make sure the group has everything they need to have a good dinner meeting.

LEARNING COORDINATOR

This the point person that offers the group choices of books, films, podcasts etc., gets group access if appropriate, sets up and manages a channel for discussion, as well as brings discussion topics to the meetings.

POLITICAL COORDINATORS, 2-4

These folks follow the supporting organizations work, and provide the group with information on what support is needed, the events and campaign calendar dates.

OUTREACH COORDINATORS-1-3

These folks are those that work to invite others into the group or to support the organizations and the campaigns.

ROTATING ROLES FOR EVERY MEETING:

Set-Up Volunteer Shows up early at dinner location and helps the host get ready

Facilitator Prepares agenda and gets it to members in advance of meeting, facilitates meeting

Clean-Up Crew: 3+ Helps clean up, wash dishes, take out trash, sweep, etc. to ensure the host has their space as it was or better before the meeting. Seriously, make it so that hosts want to host again.

Sample Roles

Sample Invite Letter

Dear Friends, Neighbors, and Family,

I am writing to invite you to join me in gathering an anti-racist white ally affinity group. I know that, like many of us, I have been struggling to find ways to effectively support Black Lives Matter and the fight to dismantle systemic racism, and I came across affinity groups as a great way to support each other effectively engage in the work.

The idea is that as a group we can support the organizing of local BLM/ BIPOC-led grassroots racial justice organizing far more effectively than alone, as well start a book group or some other type of ongoing education and discussion. This would involve meeting once a month for a potluck dinner and planning, and us all taking on roles in various areas based on what we decide to do.

If you're interested in joining, we are having a first planning potluck to explore what this could look like for our group. I invite you to pass this along and bring any of your friends with you as well. Looking forward to pursuing this together in community!

Warmly,
You

Feel free to use what is helpful, or change it to fit your needs!

Helpful Reminders

Anti-racism is very serious, but it is also important to enjoy yourselves and have fun as you work together. Be creative in your internal and public gatherings—fun is good, and it helps disarm people who think anti-racism is scary. Maybe it's fun meals, or music, or outfits, or inside team names or jokes...Sky is the limit- do not be afraid to have fun, because with the gravity of the work against systemic racism, it is essential to balance the work with laughter, fun and supporting each other.

It's important to make sure everyone feels welcome and appreciated. A good organizer encourages everyone to participate, and to engage at their best ability.

Make sure no members monopolize unintentionally; when some people take too much space in discussion or take on too many roles, it prevents other members from engaging and will cause people to disengage from the group because they will feel they are not needed. Not everyone has to or will participate in the same way, or equally at all times; all members have different skills, levels of free time, and introversion/extroversion. This is normal, but good group coordinators will help make sure everyone's participation is encouraged and complimentary. The most highly effective groups are those that all members are contributing. We all like to contribute, and contributing cooperatively in a healthy group is one of the most rewarding experiences you can have. Seriously!

Invite youth and elders, and make sure you encourage their participation and leadership

Make sure people of all genders share all types of responsibilities- don't make the men do the cooking and the dishes all the time- let the non-men help once in a while :)

Intersectionality is always crucial in social justice. Be mindful.

**TOGETHER, WE CAN HELP DISMANTLE RACISM,
HEAL WHITE PEOPLE, AND MAKE A NEW WORLD
OF PEACE AND JUSTICE FOR ALL PEOPLE AND
THE PLANET**

Sample Monthly Dinner Meeting Agenda

MINDFUL AND REAL ANTI-RACISM PLANS MADE IN UNDER 2 HOURS

6:30 WELCOME
INDIGENOUS PEOPLE & LAND
ACKNOWLEDGEMENT (3 MIN)

CHECK-INS (7 MIN)

6:40 DINNER & DISCUSSION
BOOK/ANTI-RACISM EDUCATION
(35 MIN)

7:15 POLITICAL UPDATES ON BIPOC
COORDINATORS COORDINATE;
INTRODUCE NEW CAMPAIGNS,
UPDATE ON ONGOING CAMPAIGNS.
DISCUSS AND DECIDES WHAT
ACTIONS THEY WILL TAKE TO
SUPPORT IN THE FOLLOWING
MONTH, MAKES PLANS, DETERMINE
SUPPORT WORK THAT NEEDS TO BE
DONE, ASSIGNS ROLES, POINT
PEOPLE, NEXT STEPS ETC. (35 MIN)

7:50 CHOICE OF POSITIVE CLOSING
RITUAL: EXPRESSIONS OF
GRATITUDE, PRAYERS,
AFFIRMATIONS, HOPES & DREAMS,
POSITIVE EXPERIENCE FROM THE
WEEK, 'GO TEAM', ETC. OR ALL OF
THE ABOVE

MOST IMPORTANT: DESSERT!